

[Minnesota Bureau of Mediation Services Biographic Listing]

MARIO ("MIKE") F. BOGNANNO (02/26/16)

Email: bogna001@umn.edu

Present Occupation: Labor Arbitrator & Professor Emeritus

First Business Address:

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Second Business Address:

Center for HR & Labor Studies
Carlson School of Management
University of Minnesota
Minneapolis, MN 55455
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PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators (NAA), 1980-present & Board of Governors, 1986-89; NAA Research & Education Foundation, Board of Directors, 2003-10 & President, 2004-06; Industrial Relations Research Association, 1967-06, Executive Board, 1982-85; & American Economics Association, 1965-06.

EDUCATION:

Ph.D., Economics (1968) and M.A., Economics (1965), University of Iowa
B.S., Foreign Service School, Georgetown University (1962)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1974-Present: Issued over 1,000 rights and interest decisions, covering the private and public (i.e., federal, state, county, municipal, special districts and school districts) sectors, including appx. 100 "board" decisions. Conducted innumerable fact-finding, employment arbitration, expedited, mediation and card check cases.

SIGNIFICANT PUBLICATIONS:

Authored/Co-authored/Edited Books: *More Than We Have Ever Known About Discipline and Discharge in Labor Arbitration: An Empirical Study*, Vandeplas Publishing, LLC (2015); *The North American Free Trade Agreement: Labor, Industry and Government Perspectives*, Quorum Books (1993); *Labor Market Institutions and the Future Role of Unions*, Basil Blackwell (1992); *Labor Arbitration in America*, Praeger Publishers (1992); and *Contemporary Collective Bargaining*, Prentice-Hall, 4th edition (1982)

Authored/Coauthored Articles/Chapters: "The Conventional Wisdom of Discharge Arbitration Outcomes and Remedies: Fact or Fiction?," *Cardozo Journal of Conflict Resolution* (2014); "Debating Controversial Issues," *Proceedings of the 65th Annual Meeting of the National Academy of Arbitrators* (Washington, D. C.: BNA, 2013); "How and Why Labor Arbitrators Decide Discipline and Discharge Cases: An Empirical Examination," *Proceedings of the 60th Annual Meeting of the National Academy of Arbitrators* (Washington, D.C.: BNA, 2008); "Symposium Introduction: Governing the Global Workplace," guest editor, *Industrial Relations*, Vol. 46, No. 2, April 2007; "The Influence of Wages and Industrial Relations Environments on Production Location Decision of U.S. MNCs," *Industrial and Labor Relations Review* (2005); "The Evolution of Korea's Industrial Relations System and Change in the Wage-Strike Relationship," *Korean Social Science Journal* (2004); "NAFTA Labor Side Agreement: Withering as an Effective Labor Law Enforcement and MNC Compliance Strategy," in *Multinational Companies & Global Human Resource Strategies* (2003); "Trade Liberalization and Delocalization: New Evidence from Firm-level Panel Data," *Canadian Journal of Economics* (1998); "Is Arbitration Habit Forming? The Narcotic Effect of Arbitration Use," *Labour* (1997); "Institutional Turmoil and Strike Activity in Korea," co-author, *The Journal of Industrial Relations* (1994); "A Model of Arbitration and the Incentive to Bargain," co-author, *Advances in Industrial and Labor Relations* (1986);

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“Chilling Under Arbitration and Mixed Strike-Arbitration Regimes,” co-author, *Journal of Labor Research* (1985); “Union-Management Contracts in Higher Education,” co-author, *Industrial Relations* (1978); “The Short-Run Supply of Nurses' Services,” co-author, *The Journal of Human Resources* (1975); and “On the Demand vs. Need for Medical Services and the Concept of Shortages,” co-author, *American Journal of Public Health* (1971)

EMPLOYMENT HISTORY: Professor Emeritus, 1970 - 2006: Industrial Relations Center (IRC), Carlson School of Management, University of Minnesota, with instructional and research concentrations in negotiations, collective bargaining, arbitration and labor economics & IRC Director (15 years). Adjunct Professor, 1987-2006: H. H. Humphrey Institute of Public Affairs, University of Minnesota. Chief of Staff, 1994-97: Officer of the President, University of Minnesota. Assistant Professor, 1968-70: University of Iowa, Department of Economics. Visiting Scholar, 1979-80 & 1988: Korea Development Institute, Seoul, Korea; Visiting Professor, 1986: Graduate School for Peace Studies, Kyunghee University, Seoul, Korea; 1997-98 & 2000-01: Department of Economics, University of Arizona; summer, 2002: Institut d'Administration des Entreprises, Université Jean Moulin Lyon 3, Lyon, France; and summer, 2005 and spring, 2010, 2011, 2012, 2013 and 2014: Wirtschaftsuniversität Wien, Vienna, Austria. Long-term consultant, 1978-81: IBRD, Republic of Korea & Saudi Arabia's Royal Commission on Jubail & Yanbu.

PERMANENT PANELS: AT&T and IBEW; AT&T and CWA, District 7; J.I. Case/International Harvester and IAM; VA and AFGE; Exelon Corporation and IBEW, Local 15; CenturyLink and CWA; Long Prairie Packing Co. and UFCW, Local 789; & Cingular Wireless and CWA; Freeport-McMoRan Chino Mines and USWA, Local 9424-03; Clark County, Nevada and SEIU; TSA & AFGE Roster of Neutrals; Smith's Food & Drug Centers, Inc. and UFCW, Local No. 1564; United Electric Company and IUOE, Local Union No. 148; City of Minneapolis and IBEW, Local No. 292; City of Pueblo, Colorado's Interest Arbitration Permanent Panel.

Formerly: Umpire, Alcoa and USWA; Midwest Permanent Panel of FAA and NATCA; and State of Minnesota Permanent Panel of MAPE and AFSCME.

Listed on the arbitration rosters of the MN Bureau of Mediation Service (Commissioner's Arbitration Advisory Council, 2002-2013), and the Federal Mediation and Conciliation Service.

Published Cases:

Search BNA, *Labor Arbitration Reports*, CCH, *Labor Arbitration Awards*. Also, search electronically posted cases on MN Bureau of Mediation Service, and Thomson Reuters/Westlaw/Arbitration web pages.

Per Diem Fee: \$1,700.00

Docketing Fee: None

Cancellation Fee: See below

Per Diem Fee Policy: The fee is \$1,700.00 *per* day for travel, hearing, research, study, drafting and case administration time. In addition, all case-related expenses are charged to the parties.

Cancellation Policy: If a scheduled hearing is canceled or postponed with less than 14-days of notice, a *per diem* fee is charged for each postponed or canceled scheduled day and for all incurred but non-recoverable expenses.